



STATE AS A MODEL EMPLOYER – SAME
Empowering Abilities, Embracing Inclusivity

Discussion Topics for Today

Legislative overview – P.L. 2021, C.465 – SAME - Fast Track Hiring:

- Findings
- Declarations
- Guidelines, Criteria
- Appointment
- Interviews, Eligibility, Qualifications

Legislative overview – P.L. 2021, C.466 – Employment through SAME:

- Goals
- Purpose
- Resources & Funding
- Agency Responsibilities

P.L. 2021, C.465 – Fast Track Hiring:

Findings -

- Persons with significant disabilities are underrepresented and overlooked as a labor pool for consideration in Public Employment.
- New Jersey should establish a Fast Track Hiring and Advancement employment opportunity program for qualified persons with significant disabilities.

P.L. 2021, C.465 – Fast Track Hiring:

Declarations -

- The Civil Service Commission shall develop a fast track hiring and advancement process for qualified persons with significant disabilities.
- “Significant Disabilities”: Any person whose physical and mental impairments impact the ability to participate in the competitive hiring and promotion process within the State workforce.

P.L. 2021, C.465 – Fast Track Hiring:

Guidelines, Criteria -

- Civil Service Commission shall provide guidelines for the determination of qualifications as a qualified person with significant disabilities, and may include a person who:
 - A. Was, or is a current client of DVRS and DOL.
 - B. Meet the eligibility requirements to receive Social Security Disability Insurance or Supplemental Social Security Income on the basis of disability, inclusive for persons who are eligible to participate in the federal Ticket to Work program, under the Social Security Administration.

<https://choosework.ssa.gov/find-a-job/>

P.L. 2021, C.465 – Fast Track Hiring:

Guidelines, Criteria (continued) -

C. Qualifies under the Office of Personnel Management, Schedule A

D. Qualifies for services, supports, or benefits under programs administered by:

- Division of Developmental Disabilities or
- The Division of Mental Health and Addiction Services in the Department of Human Services.

E. Meets the eligibility requirements for services, supports, or benefits under a program for disabled veterans administered by the United States Department of Veterans Administration or State; or

F. Meets the eligibility requirements for services, supports, or benefits under a program administered by an agency of the State that has been determined by the administrator as comparable to a program described in paragraphs a. through e. of this section.

P.L. 2021, C.465 – Fast Track Hiring:

Appointment -

A. The AA may appoint a qualified person with significant disabilities to an unclassified or noncompetitive service position, in the career service of Civil Service. The AA shall require proof of significant disability prior to appointing. This can be a letter or other official certification from DVRS that meets paragraph A of section 3.

B. Eligibility:

1. The person is certified as eligible and
2. It is necessary to observe the person on the job to establish that the person is able to perform the duties of the position.

P.L. 2021, C.465 – Fast Track Hiring:

Appointment (continued)-

C. Determination of success in performing the duties, the AA shall rely on the person's employment history and performance, as appropriate, education and other relevant experience.

D. Non-competitive appointments shall be subject to the working test period (WTP) of Title 11A. The AA shall provide the employee with progress reports during the WTP, and a final report at the end of the WTP to the employee and the Commission.

P.L. 2021, C.465 – Fast Track Hiring:

Interview, Eligibility, Qualifications -

- A person under the SAME program, who is denied an interview for appointment in the unclassified service or career service of civil service, shall be provided the opportunity to request an interview.
 - A. If an interview is requested, the AA shall provide the candidate with a good faith interview.
 - B. Proof of eligibility and qualification should be provided to the Appointing Authority.

P.L. 2021, C.466:

EMPLOYMENT THROUGH SAME – Goal, Purpose, Responsibilities

GOAL -

The State should promote awareness of persons with disabilities as a valued employee resource and work to:

- Attract,
- Engage, and
- Retain people with disabilities in the State workforce

P.L. 2021, C.466: EMPLOYMENT THROUGH SAME – Goal, Purpose, Responsibilities

Purpose -

2A. Responsibility:

The SAME program shall be implemented by each State Agency.

The purpose shall be:

- To increase awareness of employment opportunities for persons with disabilities,
- Provide appropriate avenues and remove barriers to the application and hiring process, and
- Create mechanisms to increase advancement and retention rates for persons with disabilities employed in the State workforce.

State Agency Defined:

Means any State Department, and any authority, commission, office, department, division, bureau, board, or any other agency or instrumentality thereof, including institutions of higher education.

P.L. 2021, C.466:

EMPLOYMENT THROUGH SAME – Goal, Purpose, Responsibilities

Resource and Funding -

2A. Staffing: Each Stage agency shall provide for sufficient and qualified staff and sufficient resources and funding for the SAME program including, as appropriate, the appointment of;

- A disability Program Manager
- Selective placement program coordinator
- Stay-at-work and return-to-work coordinator

P.L. 2021, C.466:

EMPLOYMENT THROUGH SAME – Goal, Purpose, Responsibilities

Responsibilities of State Agency -

2B. The SAME Program shall be implemented by each State Agency:

1. Review existing recruitment, hiring advancement, and retention policies and procedures applicable to persons with disabilities, including an analysis of barriers to employment.
2. Establish goals for the hiring and recruitment of persons with disabilities, maintain records of the progress towards achieving and maintaining the established goals, and maintain the report on demographic data related to disability status for applicants and employees
3. Use fast track hiring and advancement authority that permits State Agencies to consider disability status during the hiring and advancement process.
4. Establish mentoring, internship, or similar work-based learning experience for persons with disabilities.

P.L. 2021, C.466:

EMPLOYMENT THROUGH SAME – Goal, Purpose, Responsibilities

Responsibilities of State Agency (continued)-

5. Provide an opportunity for a qualified individual with a disability to request a mandatory interview, which shall be kept confidential and separate from the agency employment applications.

6. Include a centralized accommodation program to consolidate subject matter expertise necessary to assess, evaluate, and implement effective and meaningful accommodations and funding streams for accommodations

P.L. 2021, C.466:

EMPLOYMENT THROUGH SAME – Goal, Purpose, Responsibilities

Responsibilities of State Agency (continued)-

7. Establish a recruitment and referral program that connects the State agency with college students and recent graduates with disabilities.

8. Utilize web-based application portals that are accessible to and usable by persons with disabilities.

9. Provide quarterly reports to the director of the State agency, and the Chief Executive Officer of the Civil Service Commission, which shall be publicly available and posted on the division's website.



Reminders:

Please do not send your resume or supporting documents to the New Jersey Civil Service Commission. These should be sent to the Agency on the job vacancy announcement.

For further guidance and information regarding the SAME program, kindly contact the Agency's EEO / Human Resources office on the job vacancy announcements.

Thank you!